

HB 313

EXHIBIT #2
DATE Feb 2nd
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MARKET ANALYSIS

Fish Wildlife Parks Warden

The market rate for this occupation at pay band 5 is **\$49,817**. Current broadband class series and corresponding market rates are:

Job Code	Class Series	Pay Band	Market Rate
333314	Fish Wildlife Parks Warden Trn	04	\$41,514
333315	Fish Wildlife Parks Warden	05	\$49,817
333316	Fish Wildlife Parks Warden	06	\$59,780

SHRD used the Tier 2 survey approach to produce this market analysis. For detailed information regarding the standard for this occupation go to:

<http://online.onetcenter.org/link/details/33-3031.00>. Following are the source data descriptions:

- **Occupational Employment Statistics Survey (OES) 2006** – Fish and Game Wardens: Patrol assigned area to prevent fish and game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.
- **Central States Compensation Association (CSCA) 2007** – 8115: Game Warden: This is journey level game and fish law enforcement work for an assigned district. Patrols district for violations of game, fish and watercraft laws. Issues citations, secures complaints, makes arrests and testifies in court. Collects data on fish/wildlife populations, makes informed fish/wildlife management decisions, sells licenses, provides information to the public, conducts studies and writes reports.
- **Salary.com 2008** – Salary.com does not have data for this occupation.

How market rates are determined

SHRD uses a two-tiered survey approach to set market rates for state job occupations:

- A. Tier 1 (standard market analysis):** SHRD uses three survey sources (the U.S. Department of Labor's Occupational Employment Statistics (OES) survey, the Central States Compensation Association (CSCA) survey, and Salary.com) to capture market rates for job occupations in Montana's regional labor market (Montana, North Dakota, South Dakota, Wyoming and Idaho).

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- B. Tier 2 (*customized market analysis*):** At the request and consensus of employing state agencies, SHRD customizes its survey approach for job occupations that are difficult to fill.

SHRD uses the median pay rate to set the market rate under both tier approaches.

Job analysts and subject-matter experts compare state government occupations to descriptions in each survey source to ensure appropriate job matches. They match the complexity level of the surveys' occupational descriptions to the levels defined under Montana's broadband classification system. This process yields an "anchor point" for job occupations. Market rates for the same occupation classified at a lower pay band are set 20 percent below this anchor point; market rates for the same occupation classified at a higher pay band are set 20 percent above the anchor point.

How market rates are used

The state uses market rates to gauge the competitiveness of state pay against the relevant labor market, and determine how best to direct available funds. Market pay adjustments are dependent on the state's ability to pay, collective bargaining (if applicable), and legislative approval. Montana state government does not guarantee employees are paid at their occupational market rates.